

## **N81 / Naval Post Graduate School Thesis Proposal**

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Research Area: Manpower and Personnel  
(if applicable)

Subject: Manpower Cost Mechanisms

Problem Description: Navy programmers and resource sponsors continually struggle to capture the true cost of Navy manpower to best determine how many, what type of personnel to resource. This coupled with the increasing costs of Navy personnel makes development of a true cost of manpower imperative to efficient programming.

Deliverable: (e.g., Study with recommendations, Decision Aide, Analysis, Mathematical Model, etc.,) Examine alternative approaches to forecasting and costing MPN (military personnel) expenditures. Review current methodology, including strength planning and determination of MPN pricing rates. Validate accuracy of current approaches vs. alternatives using actual historical data. Recommend most accurate approach.

Discussion: Numerous attempts have been made in the past at capturing various costs. VAMOSC and COMET are two examples. Efficient programming needs strong, reliable and validated manpower cost data to best prepare Navy for re-capitalization and future force shaping decisions.

Potential Data Sources: LCDR Ralita Hildebrand, OPNAV (N80), (703) 614-8711;  
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*Return to N813R for N81/NPS coordination*